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## Bargaining Information Series

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PAID VACATIONS AND PAID HOLIDAYS IN  
ONTARIO COLLECTIVE AGREEMENTS

January 1976

Number 12

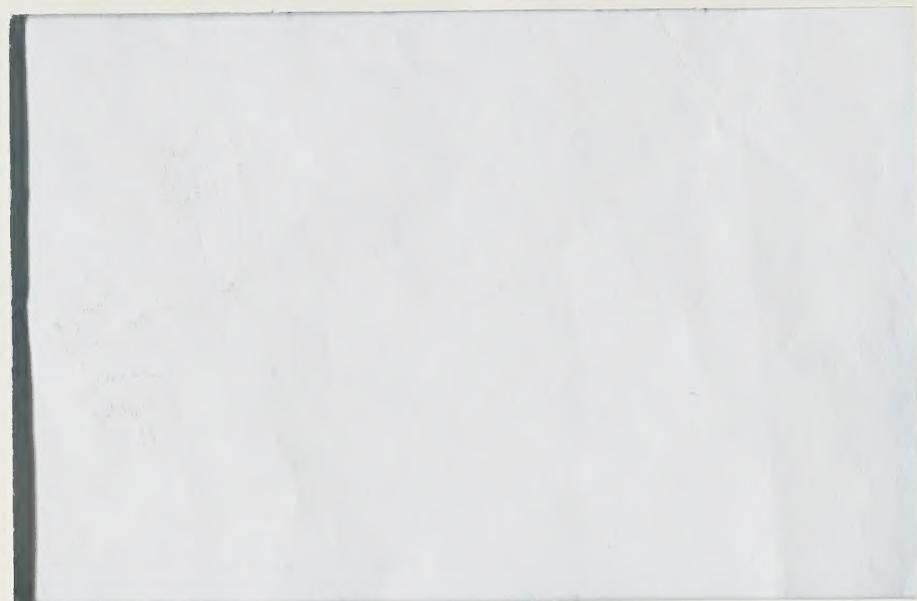


Ministry of  
Labour

Research  
Branch

Toronto  
Ontario





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by  
Research Branch  
Ontario Ministry of Labour  
April 1976

Hon. Bette Stephenson, M.D.  
Minister

T. E. Armstrong, Q.C.  
Deputy Minister



## FOREWORD

This paper is designed to give quick access to current information on major elements of paid vacation and holiday provisions in Ontario collective agreements. This is the third report in the Bargaining Information Series to cover these subjects.

Detailed tables on the main provisions, broken down by industry, have been prepared to provide information that will be useful in bargaining situations. For quick reference, the tables are preceded by a summary of their contents.

The information presented was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction. As of January 1976, when the analysis was prepared, there were 885 such agreements, covering 756, 568 employees, on file with the Collective Agreements Library of the Ministry of Labour.

The report was prepared by Lana Yao under the general supervision of Beth Kendall Jess. For further information, please call 965-6886.



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## PAID VACATIONS

### Maximum Amount of Paid Vacation

Of the 885 agreements analyzed, 871 (98 per cent), covering 99 per cent of the employees, had provisions for paid vacations. The agreements with no provisions were in the shipping and entertainment industries where the employees generally receive pay in lieu of vacation.

Five weeks was the most common maximum amount of paid vacation and was provided in 47 per cent of the 871 agreements for 57 per cent of the employees they cover. (See Table 1).

Industries where the employees generally received fewer than 5 weeks maximum vacation were leather, textile, clothing, furniture and fixtures, transportation equipment, health and welfare, communications and personal services. Employees who received more than 5 weeks vacation were in the rubber, paper, forestry and transportation industries.

Four agreements provided for an increase during the term of the agreements from 4 to 5 weeks maximum amount of vacation, and one provided an increase from 3 to 4 weeks maximum.

In the previous report on paid vacations in July 1975, 870 agreements were analyzed of which 856 (98 per cent) had provisions for paid vacations. Over the past six months there has been an increase in the number of agreements providing a maximum of 5 and 6 weeks vacation, and a corresponding decrease in the numbers of agreements providing fewer than 5 weeks as a maximum.

### Vacation Schedule

Since the Employment Standards Act requires 2 weeks vacation after 12 months service, this report will cover vacation schedules that provide more than 2 weeks' vacation. Tables 2 to 5 give details of the length of service requirements for vacations of 3 to 6 weeks. There were 6 agreements that provided 7 weeks vacation, 4 after 25 years of service and 2 after 35 years.

The following tabulation shows the percentages of the agreements analyzed with provisions for 3 to 6 weeks of paid vacation as of July 1975 and January 1976.

<u>Amount of Vacation</u>	<u>Per Cent of Total Agreements Studied</u>		<u>Per Cent of Total Employees Covered</u>	
	<u>July 1975</u>	<u>Jan. 1976</u>	<u>July 1975</u>	<u>Jan. 1976</u>
3 weeks .....	97	97	92	92
4 weeks .....	89	90	89	89
5 weeks .....	59	62	72	74
6 weeks .....	15	16	13	17

The most common service requirements for 3 to 6 weeks vacation are shown in the following tabulation.

<u>Amount of Vacation and Service Requirement</u>	<u>Per Cent of Agreements with Provisions</u>		<u>Per Cent of Employees Covered by Provisions</u>	
	<u>July 1975</u>	<u>Jan. 1976</u>	<u>July 1975</u>	<u>Jan. 1976</u>
3 weeks after 5 years ....	36	39	32	35
4 weeks after 15 years ....	43	43	54	51
5 weeks after 25 years ....	38	37	39	38
6 weeks after 30 years ....	38	42	41	53

#### Changes in Paid Vacations since July 1975

Three Weeks Vacation: There was a slight increase in the proportion of agreements providing 3 weeks vacation after 5 or fewer years' of service, and a slight decrease in the proportion providing 3 weeks vacation after 6 or more years' of service. The proportion of manufacturing agreements providing 3 weeks after 5 years' service increased (40 per cent in July 1975 and 45 per cent in January 1976) especially in the food and beverage and electrical products industries.

Four Weeks Vacation: There was a slight increase in the proportion of agreements providing 4 weeks vacation after 15 or fewer years of service and a slight decrease in the proportion providing 4 weeks vacation after 16 or more years of service. In manufacturing industries, there was an increase in the number of employees eligible for four weeks after 11-14 years of service (7 per cent in July 1975; 14 per cent in January 1976): this increase was mainly due to the inclusion in this category, for the first time, of two agreements in the primary metals industry covering 11,955 or 36 per cent of the manufacturing employees in this category.

Five Weeks Vacation: There was a slight tendency to decrease the service requirements for 5 weeks vacation, especially in federal administration (from 30 years downward).

Six Weeks Vacation: The proportion of agreements providing 6 weeks vacation after 30 years' service increased slightly from 38 per cent to 42 per cent of those agreements with a 6-week provision and the proportion requiring over 30 years of service had decreased slightly.

Changes in Paid Vacations During Term of Agreement

A number of agreements provided for changes in their vacation allowances during the term of the contract. One form of change introduced a new provision; for example, a provision for six weeks vacation where previously the maximum amount of vacation was five weeks. Other changes reduced the service requirement to be eligible for specific vacation allowances. These changes are described below.

Three Weeks Vacation: Nine agreements provided for a reduction during the term of the agreements of the service requirement to be eligible for 3 weeks' vacation, as shown in the following tabulation. As in July 1975 the most frequent change, found in 4 of the agreements, was to 5 years' service.

<u>Years of Service Reduced</u>	<u>From</u>	<u>To</u>	<u>Number of Agreements</u>
5	5	4 .....	1
6	6	5 .....	4
7	7	6 .....	2
9	9	8 .....	1
10	10	8 .....	1

Four Weeks Vacation: Ten agreements provided for a reduction during the term of the agreements of the service requirement to be eligible for 4 weeks vacation, as shown in the following tabulation. One agreement introduced a new provision for 4 weeks vacation after 20 years' service.

<u>Years of Service Reduced</u>	<u>From</u>	<u>To</u>	<u>Number of Agreements</u>
11	11	10 .....	1
12	12	11 .....	2
14	14	13 .....	2
15	15	14 .....	1
17	17	16 .....	1
18	18	15 .....	1
19	19	18 .....	1
20	20	18 .....	1

Five Weeks Vacation: Three agreements introduced a new 5-week provision during the term of the agreement (two after 25 years' service and one after 22 years'). Five other agreements reduced the service requirement to be eligible for 5 weeks vacation, as shown in the following tabulation.

<u>Years of Service Reduced</u>	<u>From</u>	<u>To</u>	<u>Number of Agreements</u>
18	17	.....	2
21	20	.....	1
25	22	.....	1
29	28	.....	1

Six Weeks Vacation: Two agreements reduced the service requirement for 6 weeks vacation from 28 to 27 years' service.

TABLE 1  
Maximum Amount of Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Total with vacation provisions		Maximum Number of Weeks of Paid Vacations					
	Agnts	Empls	Agnts	Empls	Agnts	Empls	Agnts	Empls
All Industries . . . . .	871	746,675	11	43,305	62	27,997	234	104,219
Manufacturing . . . . .	473	302,956	4	37,893	53	23,878	125	48,896
Foods and beverages . . . . .	44	20,519	-	-	1	200	6	1,699
Tobacco products . . . . .	3	1,423	-	-	-	-	-	-
Rubber and plastic products . . . . .	18	9,761	-	-	2	500	1	200
Leather industries . . . . .	9	2,971	-	-	4	1,185	3	1,074
Textile mill products . . . . .	28	11,619	1	275	4	1,577	15	5,247
Knitting mills . . . . .	3	961	-	-	-	-	2	495
Clothing industries . . . . .	9	9,080	-	-	7	7,590	-	-
Wood products . . . . .	13	3,535	-	-	2	470	6	1,458
Furniture and fixtures . . . . .	12	4,350	-	-	2	1,084	7	2,397
Paper and allied products . . . . .	41	17,576	-	-	-	-	2	467
Printing and publishing . . . . .	11	6,368	-	-	-	-	5	3,334
Primary metal industries . . . . .	29	31,709	-	-	4	1,425	6	1,983
Metal fabricating . . . . .	57	20,192	-	-	3	894	16	4,866
Machinery, except electrical . . . . .	26	16,055	-	-	1	300	9	3,584
Transportation equipment . . . . .	59	83,418	3	37,618	17	6,415	13	8,284
Electrical products . . . . .	55	38,464	-	-	1	526	18	7,059
Non-metallic mineral products . . . . .	20	9,199	-	-	3	1,427	6	3,118
Petroleum and coal products . . . . .	3	1,347	-	-	-	-	-	-
Chemical and chemical products . . . . .	15	6,777	-	-	1	200	1	200
Miscellaneous manufacturing . . . . .	18	7,632	-	-	1	285	9	3,431
Non-Manufacturing <sup>1</sup> . . . . .	398	443,719	7	5,412	9	4,119	109	55,323
Forestry . . . . .	12	6,177	-	-	-	-	-	-
Mining and quarrying . . . . .	19	25,198	-	-	1	350	4	1,730
Transportation . . . . .	30	47,600	-	-	-	-	1	225
Storage . . . . .	2	1,925	-	-	-	-	1	-
Communications . . . . .	13	37,348	5	4,100	-	-	4	15,707
Electric gas and water utilities . . . . .	15	19,932	-	-	-	-	-	-
Wholesale trade . . . . .	5	1,556	1	312	-	-	1	244
Retail trade . . . . .	17	33,357	-	-	-	-	-	-
Finance, insurance and real estate . . . . .	1	501	-	-	-	-	1	501
Education and related services . . . . .	56	27,327	1	1,000	-	-	15	5,346
Health and welfare services . . . . .	97	37,599	-	-	2	756	68	25,846
Recreational services . . . . .	-	-	-	-	-	-	-	-
Business services . . . . .	7	2,659	-	-	-	-	-	-
Personal services . . . . .	16	7,048	-	-	6	3,013	10	4,035
Miscellaneous services . . . . .	1	321	-	-	-	-	1	321
Federal administration . . . . .	50	93,155	-	-	-	-	1	591
Provincial administration . . . . .	6	68,481	-	-	-	-	-	-
Local administration . . . . .	51	33,535	-	-	-	-	1	251

1. Excludes construction

TABLE 1 (Cont'd)

Maximum Amount of Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Maximum Number of Weeks of Paid Vacation							
	5 Weeks		6 Weeks		7 Weeks		Varies with Employees Covered	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries .....	408	4,26,235	133	126,436	6	3,187	3	4,331
Manufacturing .....	195	116,517	83	64,815	3	1,237	-	3
Foods and beverages .....	29	13,814	4	3,080	3	1,237	-	1
Tobacco products .....	2	777	1	646	-	-	-	489
Rubber and plastic products .....	2	625	13	8,436	-	-	-	-
Leather industries .....	2	712	-	-	-	-	-	-
Textile mill products .....	7	3,355	1	1,365	-	-	-	-
Knitting mills .....	1	466	-	-	-	-	-	-
Clothing industries .....	2	1,490	-	-	-	-	-	-
Wood products .....	5	1,607	-	-	-	-	-	-
Furniture and fixtures .....	2	594	1	275	-	-	-	-
Paper and allied products .....	12	4,168	27	12,941	-	-	-	-
Printing and publishing .....	6	3,034	-	-	-	-	-	-
Primary metal industries .....	7	3,321	11	24,219	-	-	-	1
Metal fabricating .....	28	9,806	9	3,372	-	-	-	1,254
Machinery, except electrical .....	13	10,061	3	2,110	-	-	-	-
Transportation equipment .....	17	22,445	2	1,440	-	-	-	-
Electrical products .....	34	27,701	2	3,178	-	-	-	-
Non-metallic mineral products .....	8	3,911	3	743	-	-	-	-
Petroleum and coal products .....	3	1,347	-	-	-	-	-	-
Chemical and chemical products .....	9	4,831	4	1,546	-	-	-	-
Miscellaneous manufacturing .....	6	2,452	2	1,464	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	213	309,716	50	61,621	3	1,950	3	4,331
Forestry .....	-	-	12	6,177	-	-	-	-
Mining and quarrying .....	11	7,887	2	14,974	-	-	-	1
Transportation .....	11	15,133	18	32,231	-	-	-	257
Storage .....	-	-	1	1,700	-	-	-	-
Communications .....	4	17,541	-	-	-	-	-	-
Electric gas and water utilities .....	13	19,302	2	630	-	-	-	-
Wholesale trade .....	3	1,000	-	-	-	-	-	-
Retail trade .....	14	31,521	2	636	1	1,200	-	-
Finance, insurance and real estate .....	-	-	-	-	-	-	-	-
Education and related services .....	28	12,837	10	4,094	-	-	-	250
Health and welfare services .....	26	10,687	-	-	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-
Business services .....	4	1,629	-	-	-	-	-	-
Personal services .....	-	-	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-
Federal administration .....	48	92,343	-	-	-	-	-	221
Provincial administration .....	6	68,481	-	-	-	-	-	-
Local administration .....	45	31,355	3	1,179	2	750	-	-

1. Excludes construction

TABLE 2

Length of Service for Three Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service						10 Years Emps				
	Total with 3 weeks vacation provision		Less than 5 Years		5 Years						
	Agmts	Emps	Agmts	Emps	Agmts	Emps					
All Industries .....	860	699,780	223	301,459	333	241,798	197	75,157	38	34,680	
Manufacturing .....	470	265,273	35	34,997	211	141,487	174	65,149	30	13,784	
Foods and beverages .....	44	20,519	3	1,237	21	11,427	17	7,046	1	200	
Tobacco products .....	3	1,423	-	-	2	646	-	-	-	-	
Rubber and plastic products .....	18	9,761	-	-	16	9,346	2	415	-	1,240	
Leather industries .....	9	2,971	-	-	-	-	5	1,481	3	1,240	
Textile mill products .....	27	11,344	1	360	9	4,897	8	2,183	9	3,904	
Knitting mills .....	3	961	-	-	-	-	2	741	-	-	
Clothing industries .....	9	9,080	3	6,178	-	-	1	450	2	1,490	
Wood products .....	13	3,535	4	1,020	4	1,283	5	1,232	-	-	
Furniture and fixtures .....	12	4,350	-	-	2	454	7	2,459	5	1,437	
Paper and allied products .....	41	17,576	-	-	26	12,963	14	4,260	-	-	
Printing and publishing .....	11	6,368	8	4,597	1	216	-	-	1	410	
Primary metal industries .....	29	31,709	2	1,300	18	25,511	5	2,721	3	1,771	
Metal fabricating .....	57	20,192	1	620	23	8,784	29	8,699	1	215	
Machinery, except electrical .....	26	16,055	-	-	8	8,583	13	4,093	-	-	
Transportation equipment .....	56	45,800	5	14,798	21	14,055	24	14,024	5	2,565	
Electrical products .....	56	38,674	-	-	33	30,471	21	7,651	2	552	
Non-metallic mineral products .....	20	9,199	2	813	8	4,844	9	3,242	-	-	
Petroleum and coal products .....	3	1,347	3	1,347	-	-	-	-	-	-	
Chemical and chemical products .....	15	6,777	3	2,727	9	3,373	3	677	-	-	
Miscellaneous manufacturing .....	18	7,632	-	-	10	4,503	8	3,129	-	-	
Non-Manufacturing <sup>1</sup> .....	390	434,507	188	266,462	122	100,311	23	10,008	8	20,896	
Forestry .....	12	6,177	-	-	2	1,787	-	-	-	-	
Mining and quarrying .....	19	25,198	-	-	10	4,027	-	-	-	-	
Transportation .....	30	47,600	16	26,080	12	20,370	2	1,150	-	-	
Storage .....	2	1,925	-	-	2	1,925	-	-	-	-	
Communications .....	8	33,248	-	-	16,207	1	4,741	1	300	-	
Electric gas and water utilities .....	15	19,932	5	15,818	9	3,694	1	420	-	-	
Wholesale trade .....	4	1,244	-	-	2	700	2	544	-	-	
Retail trade .....	17	33,357	2	3,700	15	29,657	-	-	-	-	
Finance, insurance and real estate .....	1	501	1	501	-	-	-	-	-	-	
Education and related services .....	54	22,527	44	19,834	8	2,204	-	-	-	-	
Health and welfare services .....	97	37,599	43	16,354	24	9,283	3	1,264	-	-	
Recreational services .....	-	-	-	-	-	-	-	-	-	-	
Business services .....	7	2,659	5	2,157	2	502	-	-	-	-	
Personal services .....	16	7,048	-	-	3	1,213	10	4,304	2	1,231	
Miscellaneous services .....	1	321	-	-	1	321	-	-	-	-	
Federal administration .....	50	93,155	46	90,542	1	591	-	-	-	-	
Provincial administration .....	6	68,481	6	68,481	-	-	-	-	-	-	
Local administration .....	51	33,535	15	6,788	30	19,296	4	2,026	-	-	

1. Excludes construction

TABLE 2 (Cont'd)

Length of Service for Three Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service								Other		
	11 to 14 Years		15 Years		Varies with Employees Covered		Changes during Agreement				
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Empls
All Industries .....	3	1,606	10	15,076	33	20,387	9	3,970	14	5,647	-
Manufacturing .....	1	520	8	2,776	3	2,799	8	3,761	-	-	-
Foods and beverages .....	-	-	-	-	-	-	-	2	609	-	-
Tobacco products .....	-	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products .....	-	-	-	-	-	-	-	-	-	-	-
Leather industries .....	-	-	-	1	250	-	-	-	-	-	-
Textile mill products .....	-	-	-	-	-	-	-	-	-	-	-
Knitting mills .....	-	-	-	1	220	-	-	-	-	-	-
Clothing industries .....	1	520	2	442	-	-	-	-	-	-	-
Wood products .....	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures .....	-	-	-	-	-	-	-	-	-	-	-
Paper and allied products .....	-	-	-	-	-	-	-	-	-	-	-
Printing and publishing .....	-	-	-	-	-	-	-	-	-	-	-
Primary metal industries .....	-	-	-	1	406	-	-	-	-	-	-
Metal fabricating .....	-	-	-	-	-	-	-	-	-	-	-
Machinery, except electrical .....	-	-	-	-	-	-	-	-	-	-	-
Transportation equipment .....	-	-	-	-	-	-	-	-	-	-	-
Electrical products .....	-	-	-	-	-	-	-	-	-	-	-
Non-metallic mineral products .....	-	-	-	-	-	-	-	-	-	-	-
Petroleum and coal products .....	-	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products .....	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing .....	2	1,086	2	12,300	30	17,588	1	209	14	5,647	-
Non-Manufacturing1 .....	2	1,086	-	-	-	-	-	-	-	-	-
Forestry .....	-	-	-	-	-	-	-	-	-	-	-
Mining and quarrying .....	2	1,086	-	-	-	-	-	-	-	-	-
Transportation .....	-	-	-	-	-	-	-	-	-	-	-
Storage .....	-	-	-	1	12,000	-	-	-	-	-	-
Communications .....	-	-	-	-	-	-	-	-	-	-	-
Electric gas and water utilities .....	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade .....	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate .....	-	-	-	-	-	-	-	-	-	-	-
Education and related services .....	-	-	-	-	-	-	-	-	-	-	-
Health and welfare services .....	-	-	-	-	-	-	-	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-	-	-	-
Business services .....	-	-	-	-	-	-	-	-	-	-	-
Personal services .....	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-	-	-	-
Federal administration .....	-	-	-	-	-	-	-	-	-	-	-
Provincial administration .....	-	-	-	-	-	-	-	-	-	-	-
Local administration .....	-	-	-	-	-	-	-	-	-	-	-

TABLE 3  
Length of Service for Four Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Total with 4 weeks vacation provision		Length of Service														
	Less than 5 Years		5 Years			6 to 9 Years			10 Years			11 to 14 Years			15 Years		
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	
All Industries .....	799	675,686	18	9,824	5	1,315	9	4,341	70	60,667	164	140,847	347	346,669			
Manufacturing .....	417	241,498	1	236	-	-	5	3,317	28	20,300	41	33,098	222	135,731			
Foods and beverages .....	43	20,319	-	-	-	-	-	-	4	1,437	8	4,540	23	11,364			
Tobacco products .....	3	1,423	-	-	-	-	-	-	-	-	3	1,423	-	-			
Rubber and plastic products .....	16	9,261	-	-	-	-	-	-	-	-	1	410	15	8,851			
Leather industries .....	5	1,786	-	-	-	-	-	-	-	-	1	332	1	380			
Textile mill products .....	23	9,967	-	-	-	-	-	-	2	1,725	1	351	7	2,738			
Knitting mills .....	3	961	-	-	-	-	-	-	-	-	-	-	1	466			
Clothing industries .....	2	1,490	-	-	-	-	-	-	-	-	-	-	-	-			
Wood products .....	11	3,065	-	-	-	-	-	-	-	-	-	-	4	998	6	1,822	
Furniture and fixtures .....	10	3,266	-	-	-	-	-	-	-	-	1	244	4	1,282			
Paper and allied products .....	41	17,576	-	-	-	-	-	-	-	-	1	248	35	15,970			
Printing and publishing .....	11	6,368	1	236	-	-	3	2,098	1	10,286	1	970	4	1,609			
Primary metal industries .....	25	30,284	-	-	-	-	-	-	8	1,360	2	11,955	9	4,048			
Metal fabricating .....	54	19,298	-	-	-	-	-	-	1	1,360	3	829	25	9,110			
Machinery, except electrical .....	25	15,755	-	-	-	-	-	-	-	-	-	-	-	11	9,582		
Transportation equipment .....	38	39,111	-	-	-	-	-	-	1	408	1	302	-	23	32,543		
Electrical products .....	55	38,148	-	-	-	-	-	-	-	-	7	7,839	36	26,745			
Non-metallic mineral products .....	18	8,149	-	-	-	-	-	-	2	813	4	1,520	7	3,718			
Petroleum and coal products .....	3	1,347	-	-	-	-	-	-	3	1,347	-	-	-	-			
Chemical and chemical products .....	14	6,577	-	-	-	-	-	-	1	811	6	1,769	6	1,769			
Miscellaneous manufacturing .....	17	7,347	-	-	-	-	-	-	1	-	-	3	1,162	9	3,734		
Non-Manufacturing1 .....	382	434,188	17	9,588	5	1,315	4	1,024	42	40,367	123	107,749	125	210,938			
Forestry .....	12	6,177	-	-	-	-	-	-	-	-	7	3,064	-	-	2	1,787	
Mining and quarrying .....	18	24,848	-	-	-	-	-	-	5	10,422	23	36,649	1	203			
Transportation .....	30	47,600	-	-	-	-	-	-	-	-	1	1,700	2	529			
Storage .....	2	1,925	-	-	-	-	-	-	-	-	3	5,429	5	225			
Communications .....	8	33,248	-	-	-	-	-	-	-	-	-	-	-	16,207			
Electric gas and water utilities .....	15	19,932	-	-	-	-	-	-	2	700	-	6	2,174	6	16,650		
Wholesale trade .....	4	1,244	-	-	-	-	-	-	1	350	10	19,235	5	11,272	1	2,444	
Retail trade .....	17	33,357	-	-	-	-	-	-	-	-	-	-	-	-	2,500		
Finance, insurance and real estate .....	1	501	-	-	-	-	-	-	-	-	12	4,956	27	5,967			
Education and related services .....	55	26,327	1	3,800	1	200	1	1,115	1	1,004	21	8,715	28	10,242			
Health and welfare services .....	95	36,843	15	5,433	4	-	-	-	-	-	-	-	-	1,919			
Recreational services .....	-	-	-	-	-	-	-	-	-	-	-	-	-	5			
Business services .....	7	2,659	-	-	-	-	-	-	-	-	1	262	4	2,243			
Personal services .....	10	4,035	-	-	-	-	-	-	-	-	1	321	-	-			
Miscellaneous services .....	1	321	-	-	-	-	-	-	-	-	1	6,700	39	75,382			
Federal administration .....	50	93,155	1	355	-	-	-	-	-	-	1	495	2	68,481			
Provincial administration .....	6	68,481	-	-	-	-	-	-	-	-	1	-	32	24,272	14	7,858	
Local administration .....	51	33,535	-	-	-	-	-	-	2	450	2	491	32	24,272	14	7,858	

Length of Service for Four Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
 Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service							
	16 to 19 Years		20 Years		Over 20 Years		Varies with Employees Covered	
	Agmts	Emp1s	Agmts	Emp1s	Agmts	Emp1s	Agmts	Emp1s
All Industries .....	94	41,095	33	31,250	9	15,629	32	15,214
Manufacturing .....	76	27,732	26	11,344	6	2,543	1	1,254
Foods and beverages .....	6	2,117	-	-	-	-	-	-
Tobacco products .....	-	-	-	-	-	-	-	-
Rubber and plastic products .....	-	-	-	-	-	-	-	-
Leather industries .....	2	414	-	-	-	-	-	-
Textile mill products .....	4	1,178	5	2,192	1	660	-	-
Knitting mills .....	1	275	1	220	3	1,262	-	-
Clothing industries .....	-	-	2	1,490	-	-	-	-
Wood products .....	1	245	-	-	-	-	-	-
Furniture and fixtures .....	2	875	3	865	-	-	-	-
Paper and allied products .....	4	1,133	1	225	-	-	-	-
Printing and publishing .....	-	-	-	-	-	-	-	-
Primary metal industries .....	3	2,068	2	1,521	1	406	-	-
Metal fabricating .....	19	6,199	1	376	1	215	1	1,254
Machinery, except electrical .....	8	2,629	3	1,375	-	-	3	955
Transportation equipment .....	8	3,651	5	2,207	-	-	3	2,169
Electrical products .....	9	2,720	2	552	-	-	-	-
Non-metallic mineral products .....	4	1,777	1	321	-	-	-	-
Petroleum and coal products .....	-	-	-	-	-	-	-	-
Chemical and chemical products .....	-	-	-	-	-	-	-	-
Miscellaneous manufacturing .....	5	2,451	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	18	13,363	7	19,906	3	13,086	31	13,960
Forestry .....	-	-	-	-	-	-	8	3,009
Mining and quarrying .....	1	257	5	19,408	2	1,086	-	-
Transportation .....	-	-	-	-	-	-	-	-
Storage .....	-	-	-	-	1	12,000	-	-
Communications .....	1	300	-	-	-	-	-	-
Electric gas and water utilities .....	1	420	-	-	-	-	-	-
Wholesale trade .....	1	300	-	-	-	-	-	-
Retail trade .....	-	-	-	-	-	-	-	-
Finance, insurance and real estate .....	-	-	-	-	-	-	-	-
Education and related services .....	1	385	-	-	-	-	2	741
Health and welfare services .....	3	1,264	-	-	-	-	18	8,188
Recreational services .....	-	740	-	-	-	-	-	-
Business services .....	2	-	-	-	-	-	-	-
Personal services .....	3	1,032	2	498	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-
Federal administration .....	4	8,201	-	-	-	-	3	2,022
Provincial administration .....	-	-	-	-	-	-	-	-
Local administration .....	1	464	-	-	-	-	-	-

TABLE 4  
Length of Service for Five Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service											
	Total with 5 weeks vacation provision		15 Years		16 to 19 Years		20 Years		21 to 24 Years		25 Years	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries .....	549	556,441	8	3,722	12	6,466	113	104,355	119	110,750	202	210,602
Manufacturing .....	280	182,426	4	1,645	5	2,859	68	62,946	43	32,661	137	69,376
Foods and beverages .....	35	17,881	3	1,237	-	-	6	3,954	11	7,052	13	5,134
Tobacco products .....	3	1,423	-	-	3	1,423	-	-	-	-	-	-
Rubber and plastic products .....	15	9,061	-	-	-	-	13	8,436	1	410	1	215
Leather industries .....	2	712	-	-	-	-	-	1	-	380	1	332
Textile mill products .....	8	4,720	-	-	-	-	3	2,076	-	-	4	2,359
Knitting mills .....	1	466	-	-	-	-	1	466	-	-	-	-
Clothing industries .....	2	1,490	-	-	-	-	-	-	-	-	-	-
Wood products .....	5	1,607	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures .....	3	869	-	-	-	-	-	-	-	-	-	-
Paper and allied products .....	39	17,109	-	-	-	-	1	248	6	1,895	31	14,666
Printing and publishing .....	6	3,034	-	-	-	-	2	1,898	1	310	3	826
Primary metal industries .....	17	26,518	-	-	1	625	6	9,336	2	11,955	7	3,841
Metal fabricating .....	37	14,097	-	-	-	-	6	3,015	6	1,576	20	6,907
Machinery, except electrical .....	16	12,171	-	-	-	-	4	7,000	3	1,122	6	1,910
Transportation equipment .....	19	23,885	1	408	-	-	9	18,794	-	-	8	4,339
Electrical products .....	37	31,089	-	-	-	-	2	690	6	5,941	23	20,231
Non-metallic mineral products .....	11	4,654	-	-	-	-	4	1,295	2	830	5	2,529
Petroleum and coal products .....	3	1,347	-	-	-	-	3	1,347	-	-	-	-
Chemical and chemical products .....	13	6,377	-	-	-	1	811	7	3,997	1	321	4,248
Miscellaneous manufacturing .....	8	3,916	-	-	-	-	1	394	-	6	6	3,232
Non-Manufacturing .....	269	374,015	4	2,077	7	3,607	45	41,409	76	78,089	65	141,226
Forestry .....	12	6,177	-	-	-	-	-	-	-	-	2	1,787
Mining and quarrying .....	14	23,118	2	665	-	-	4	1,882	-	-	3	15,151
Transportation .....	29	47,364	-	-	-	1	1,700	-	-	17	31,772	2
Storage .....	1	1,700	-	-	-	1	-	-	-	-	-	1,265
Communications .....	4	17,541	-	-	-	-	-	-	-	-	-	-
Electric gas and water utilities .....	15	19,932	-	-	-	-	1	473	4	4,741	2	12,500
Wholesale trade .....	3	1,000	-	-	-	1	350	9	18,035	5	11,272	1
Retail trade .....	17	33,357	1	1,200	1	-	-	-	-	-	-	-
Finance, insurance and real estate .....	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services .....	39	17,181	-	-	-	1	224	7	2,271	20	8,002	8
Health and welfare services .....	26	10,687	1	212	2	-	883	3	891	4	1,212	16
Recreational services .....	-	-	-	-	-	-	-	-	-	1	212	1
Business services .....	4	1,629	-	-	-	-	-	-	-	-	-	-
Personal services .....	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services .....	49	92,564	-	-	-	-	-	-	-	-	-	-
Federal administration .....	6	68,481	-	-	-	-	-	-	-	-	2	862
Provincial administration .....	50	33,284	-	-	-	2	450	9	2,930	24	19,668	13

TABLE 11 (cont'd.)  
Length of Service for Five Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service						Other Agts Emps			
	26 to 29 Years		30 Years		Over 30 Years					
	Agts	Emps	Agts	Emps	Agts	Emps				
All Industries .....	42	81,502	31	25,423	2	1,490	8	6,143	12	5,988
Manufacturing .....	12	5,744	4	1,574	2	1,490	4	2,877	1	1,254
Foods and beverages .....	-	-	1	267	-	-	1	237	-	-
Tobacco products .....	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products .....	-	-	-	-	-	-	-	-	-	-
Leather industries .....	-	-	-	-	-	-	-	-	-	-
Textile mill products .....	1	285	-	-	-	-	-	-	-	-
Knitting mills .....	-	-	-	-	-	-	-	-	-	-
Clothing industries .....	-	-	-	-	-	-	-	-	-	-
Wood products .....	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures .....	-	-	-	-	-	-	-	-	-	-
Paper and allied products .....	1	300	-	-	-	-	-	-	-	-
Printing and publishing .....	-	-	-	-	-	-	-	-	-	-
Primary metal industries .....	3	1,125	1	220	-	-	1	761	-	-
Metal fabricating .....	-	-	1	260	-	-	2	1,879	-	-
Machinery, except electrical .....	-	-	344	-	827	-	-	-	-	-
Transportation equipment .....	1	3,400	1	-	-	-	-	-	-	-
Electrical products .....	5	-	-	-	-	-	-	-	-	-
Non-metallic mineral products .....	-	-	-	-	-	-	-	-	-	-
Petroleum and coal products .....	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products .....	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing .....	1	290	-	-	-	-	-	-	-	-
Non-Manufacturing .....	30	75,758	27	25,849	-	-	4	5,266	11	4,734
Forestry .....	-	-	-	-	-	-	-	-	-	-
Mining and quarrying .....	-	-	4	5,163	-	-	1	257	10	4,390
Transportation .....	-	-	-	-	-	-	-	-	-	-
Storage .....	-	-	-	-	-	-	-	-	-	-
Communications .....	-	-	-	-	1	300	-	-	-	-
Electric gas and water utilities .....	-	-	-	-	1	420	-	-	-	-
Wholesale trade .....	-	-	-	-	-	-	-	-	-	-
Retail trade .....	1	2,500	-	-	-	-	-	-	-	-
Finance, insurance and real estate .....	-	-	-	-	1	516	-	2	459	-
Education and related services .....	-	-	-	-	-	-	-	-	-	-
Health and welfare services .....	-	-	-	-	-	-	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-	-	-
Business services .....	-	-	-	-	2	1,092	-	-	-	-
Personal services .....	-	-	-	-	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-	-	-
Federal administration .....	29	73,258	17	15,894	-	-	1	2,550	-	-
Provincial administration .....	-	-	1	464	-	-	-	-	-	1
Local administration .....	-	-	-	-	-	-	-	-	-	341

1. Excludes construction

TABLE 5  
Length of Service for Six Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service						26 to 29 Years			
	Total with 6 weeks vacation provision		20 Years		21 to 24 Years					
	Agmts	Empls	Agmts	Empls	Agmts	Empls				
All Industries .....	140	130,000	4	2,437	2	580	5	2,979	43	41,250
Manufacturing .....	87	66,429	3	1,237	-	-	4	2,755	23	11,611
Foods and beverages .....	7	4,317	3	1,237	-	-	1	637	-	-
Tobacco products .....	1	646	-	-	-	-	-	-	-	-
Rubber and plastic products .....	13	8,436	-	-	-	-	-	-	-	-
Leather industries .....	-	-	-	-	-	-	-	-	-	-
Textile mill products .....	1	1,365	-	-	-	-	-	-	-	-
Knitting mills .....	-	-	-	-	-	-	-	-	-	-
Clothing industries .....	-	-	-	-	-	-	-	-	-	-
Wood products .....	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures .....	1	275	-	-	-	-	-	-	-	-
Paper and allied products .....	27	12,941	-	-	-	-	-	-	-	-
Printing and publishing .....	-	-	-	-	-	-	-	-	-	-
Primary metal industries .....	11	24,219	-	-	-	-	2	1,783	-	-
Metal fabricating .....	9	3,372	-	-	-	-	1	335	-	-
Machinery, except electrical .....	3	2,110	-	-	-	-	-	-	-	-
Transportation equipment .....	2	1,440	-	-	-	-	-	-	-	-
Electrical products .....	2	3,178	-	-	-	-	-	-	-	-
Non-metallic mineral products .....	4	1,120	-	-	-	-	-	-	-	-
Petroleum and coal products .....	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products .....	4	1,546	-	-	-	-	-	-	-	-
Miscellaneous manufacturing .....	2	1,464	-	-	-	-	-	-	-	-
Non-manufacturing <sup>1</sup> .....	53	63,571	1	1,200	2	580	1	224	20	29,639
Forestry .....	12	6,177	-	-	-	-	-	-	2	1,787
Mining and quarrying .....	2	14,974	-	-	-	-	-	-	-	-
Transportation .....	18	32,231	-	-	-	-	-	-	15	25,223
Storage .....	1	1,700	-	-	-	-	-	-	1	1,700
Communications .....	-	-	-	-	-	-	-	-	-	-
Electric gas and water utilities .....	2	630	-	-	-	-	-	-	-	-
Wholesale trade .....	-	-	-	-	-	-	-	-	-	-
Retail trade .....	3	1,836	1	1,200	-	-	1	350	-	-
Finance, insurance and real estate .....	-	-	-	-	-	-	-	-	-	-
Education and related services .....	10	4,094	-	-	-	-	1	224	-	-
Health and welfare services .....	-	-	-	-	-	-	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-	-	-
Business services .....	-	-	-	-	-	-	-	-	-	-
Personal services .....	-	-	-	-	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-	-	-
Federal administration .....	-	-	-	-	-	-	-	-	-	-
Provincial administration .....	-	-	-	-	-	-	-	-	-	-
Local administration .....	5	1,929	-	-	-	-	1	230	-	1

TABLE 5 (Cont'd)  
 Length of Service for Six Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
 Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service						Other Empls	
	30 Years		Over 30 Years		Changes during Agreement			
	Agmts	Empls	Agmts	Empls	Agmts	Empls		
All Industries .....	59	68,703	15	7,782	2	1,879	10	4,390
Manufacturing .....	47	44,342	8	4,605	2	1,879	-	-
Foods and beverages .....	3	2,443	-	-	-	-	-	-
Tobacco products .....	1	646	-	-	-	-	-	-
Rubber and plastic products .....	12	8,221	1	215	-	-	-	-
Leather industries .....	-	-	-	-	-	-	-	-
Textile mill products .....	-	-	-	1,365	-	-	-	-
Knitting mills .....	-	-	-	-	-	-	-	-
Clothing industries .....	-	-	-	-	-	-	-	-
Wood products .....	-	-	1	275	-	-	-	-
Furniture and fixtures .....	-	-	3	977	1	353	-	-
Paper and allied products .....	-	-	9	22,436	-	-	-	-
Printing and publishing .....	-	-	8	3,037	-	-	-	-
Primary metal industries .....	-	-	1	231	-	-	2	1,879
Metal fabricating .....	-	-	1	1,440	-	-	-	-
Machinery, except electrical .....	-	-	2	3,178	-	-	-	-
Transportation equipment .....	-	-	2	743	1	377	-	-
Electrical products .....	-	-	3	-	-	-	-	-
Non-metallic mineral products .....	-	-	1	321	3	1,225	-	-
Petroleum and coal products .....	-	-	1	394	1	1,070	-	-
Chemical and chemical products .....	-	-	1	-	-	-	-	-
Miscellaneous manufacturing .....	-	-	12	24,361	7	3,177	-	10
Non-Manufacturing <sup>1</sup> .....	-	-	-	-	-	-	-	4,390
Forestry .....	-	-	-	-	-	-	-	-
Mining and quarrying .....	2	14,974	-	-	-	-	-	-
Transportation .....	3	7,008	-	-	-	-	-	-
Storage .....	-	-	-	-	-	-	-	-
Communications .....	-	-	-	-	-	-	-	-
Electric gas and water utilities .....	-	-	1	300	-	-	-	-
Wholesale trade .....	-	-	1	-	-	-	-	-
Retail trade .....	-	-	1	286	-	-	-	-
Finance, insurance and real estate .....	-	-	2	693	7	3,177	-	-
Education and related services .....	-	-	-	-	-	-	-	-
Health and welfare services .....	-	-	-	-	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-
Business services .....	-	-	-	-	-	-	-	-
Personal services .....	-	-	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-
Federal administration .....	-	-	-	-	-	-	-	-
Provincial administration .....	-	-	-	-	-	-	-	-
Local administration .....	3	1,100	-	-	-	-	-	-

1. Excludes construction

PAID HOLIDAYS

Number of Paid Holidays

Of the 885 agreements analyzed, 874 (99 per cent) covering 98 per cent of the employees provided for a given number of paid holidays per year. The agreements with no provision were mostly in the communications and entertainment industries (see Table 6).

As the following tabulation shows, 11 and 10 full days were the most common allowances, occurring in 34 and 27 per cent of the agreements with holiday provisions and covering 46 and 21 per cent of the employees, respectively. (For the sake of conciseness, some of the numbers in the tabulation below are combined in Table 6).

<u>Number of Paid Holidays</u> <u>Per Year</u>	<u>Agreements</u>	<u>Employees</u>
Total with provisions .....	874	744,495
7 days .....	1	234
8 days .....	10	8,689
8 and one-half days .....	1	300
8 and two-half days .....	3	1,590
9 days .....	80	55,535
9 and one-half days .....	1	500
9 and two-half days .....	38	13,240
10 days .....	240	155,127
10 days and one-half days .....	7	2,475
10 and two-half days .....	20	17,447
10 and three-half days .....	1	295
11 days .....	295	342,922
11 and one-half days .....	7	2,020
11 and two-half days .....	14	5,508
12 days .....	72	41,756
12 and one-half days .....	3	1,030
12 and two-half days .....	1	366
13 days .....	27	23,971
13 and one-half days .....	1	206
13 and two-half days .....	1	750
14 days .....	13	8,731
15 days .....	11	46,540
16 days .....	1	314
Varies with employees covered ....	6	1,692
Changes during agreement .....	12	7,606
Other .....	8	5,651

Industries where a substantial number of contracts provided fewer than 10 holidays were knitting mills, clothing, leather, printing and publishing, primary metal, mining and quarrying. Employees entitled to more than 11 holidays were in tobacco, transportation equipment, paper industries and forestry.

Changes in Paid Holidays since July 1975

Of the 870 agreements studied in July 1975, 857 (98 per cent) provided paid holidays. The most significant change that took place over the past 6 months was an increase in the number of agreements providing 11 or more statutory holidays and a corresponding decrease in the number providing 10 or fewer.

<u>Annual Number of Paid Holidays</u>	<u>Per Cent of Agreements with Paid Holidays</u>	
	<u>July 1975</u>	<u>January 1976</u>
Fewer than 10 days .....	18	15
10 full days .....	30	27
11 full days .....	31	34
11½ or more days .....	15	17

Changes in Paid Holidays During Term of Agreement

Twelve agreements provided for changes in the number of holidays granted during the term of the agreement. In 9 of these agreements, the number of paid holidays increased as shown in the following tabulation.

<u>Number of holiday increased</u>		<u>Number of Agreements</u>
<u>From</u>	<u>To</u>	
9	10 .....	2
9½	10½ .....	2
10	11 .....	2
12	13 .....	2
14	15 .....	1

The remaining 3 agreements called for paid days off between Christmas and New Year's Day, with the number of days off varying each year depending on the day of the week Christmas falls.

Service Requirements for Holiday Pay

Forty-nine per cent of the agreements analyzed provided for a minimum service requirement before the employee would be eligible for holiday pay. Of the 437 agreements with this provision, 21 per cent required 30 or fewer calendar days and 18 per cent required 31 to 60 working days service, to be eligible for holiday pay.

<u>Service Requirements</u>	<u>Number of Agreements</u>	<u>Number of Employees</u>
Total with service requirements .....	437	308,209
<u>Calendar Days</u>		
30 or fewer days .....	93	81,208
31 to 60 days .....	45	18,822
61 to 90 days .....	23	38,678
<u>Working Days</u>		
30 or fewer days .....	60	26,161
31 to 60 days .....	77	27,242
61 to 90 days .....	7	29,145
<u>Weeks</u> .....	11	3,447
<u>Months</u>		
1 month .....	13	16,400
2 months .....	13	5,743
3 months .....	41	17,956
More than 3 months .....	9	3,465
<u>Other</u> .....	45	39,942

Work Requirements for Holiday Pay

Eighty-four per cent of the agreements analyzed required the employee to be at work on specified days to be eligible for holiday pay. Of the 747 agreements with this provision, 78 per cent, covering 73 per cent of the employees, required the employee to be at work the day before and the day after the holiday.

<u>Work Requirements</u>	<u>Number of Agreements</u>	<u>Number of Employees</u>
Total with work requirements .....	747	559,791
Day before and after holiday .....	580	408,460
Either day before or after holiday .....	13	9,973
Day before the holiday .....	5	2,201
Sometime during holiday week, payroll period or other specified period ..	53	55,147
Combinations of above .....	95	83,544
Other .....	1	466

### Pay for Work on Paid Holidays

Eight hundred and sixty-eight (97 per cent) of the agreements covering 97 per cent of the employees had a provision for pay for work on a paid holiday. These percentages have not changed since July 1975.

Three formulas were most commonly used to determine the amount of pay for work performed on holidays:

- (a) holiday pay plus either pay for the time worked or paid time off (70 per cent of those with a provision);
- (b) paid day off plus pay for the time worked;
- (c) choice of holiday pay or paid day off plus pay for the time worked.

The first formula was found in all industries except forestry and provincial administration. The other two were found chiefly in health and welfare, personal services, provincial and local administration.

As in July 1975, the most prevalent forms of payment for holidays worked were: holiday pay plus time-and-one-half for the time worked (34 per cent of the 868 agreements, covering 26 per cent of the employees); and holiday pay plus double time for the time worked (32 per cent of the agreements, covering 32 per cent of the employees). (See Table 7).

TABLE 6  
Annual Number of Paid Holidays in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Number of Holidays											
	Total with provisions for paid holidays		Less than 9 full days		8 and 2 halves 9 and 9½		9 and 2 halves 10 and 10½		10 and 2 halves 11 and 11½		11 and 2 halves 12 and 12½	
	Agnts	Empls	Agnts	Empls	Agnts	Empls	Agnts	Empls	Agnts	Empls	Agnts	Empls
All Industries .....	874	744,495	12	9,223	81	57,625	284	170,489	323	362,837	90	48,494
Manufacturing .....	474	303,166	7	7,253	61	43,016	144	57,701	145	72,413	55	32,981
Foods and beverages .....	44	20,519	-	-	6	1,693	26	13,454	8	2,535	2	1,457
Tobacco products .....	3	1,423	-	-	-	-	-	1,185	12	7,966	-	-
Rubber and plastic products .....	18	9,761	-	-	4	1,185	3	746	-	-	1	200
Leather industries .....	9	2,971	1	380	7	1,975	11	3,796	5	3,445	-	-
Textile mill products .....	28	11,619	1	275	1	275	1	466	-	-	-	-
Knitting mills .....	3	961	1	220	5	2,702	-	-	-	-	-	-
Clothing industries .....	9	9,080	4	6,378	5	2,572	3	691	8	2,272	-	-
Wood products .....	13	3,535	-	-	2	564	6	2,522	4	1,264	-	-
Furniture and fixtures .....	12	4,350	-	-	2	691	5	1,600	19	7,322	12	6,568
Paper and allied products .....	41	17,576	-	-	7	4,536	3	862	-	-	-	-
Printing and publishing .....	11	6,368	-	-	11	23,306	5	1,225	6	3,959	4	1,991
Primary metal industries .....	29	31,709	-	-	6	1,931	21	7,523	14	4,437	7	2,509
Metal fabricating .....	57	20,192	-	-	-	-	8	2,547	6	1,965	6	3,201
Machinery, except electrical .....	26	16,055	-	-	4	1,838	9	4,536	10	4,239	11	8,907
Transportation equipment .....	59	83,418	-	-	1	500	15	5,983	33	25,988	5	2,911
Electrical products .....	56	38,674	-	-	2	1,048	7	2,574	5	1,654	5	3,683
Non-metallic mineral products .....	20	9,199	-	-	-	-	3	1,347	-	-	-	-
Petroleum and coal products .....	3	1,347	-	-	-	-	8	4,113	5	1,746	1	484
Chemical and chemical products .....	15	6,777	-	-	1	200	6	2,741	10	3,621	1	1,070
Miscellaneous manufacturing .....	18	7,632	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	400	441,329	5	1,970	23	14,609	140	112,788	178	290,424	35	15,513
Forestry .....	12	6,177	-	-	-	-	-	-	1	637	11	5,540
Mining and quarrying .....	19	25,198	-	-	8	3,281	6	6,022	2	15,025	1	203
Transportation .....	35	50,070	1	1,002	3	1,910	22	28,162	8	18,196	-	-
Storage .....	2	1,925	-	-	1	225	-	-	-	-	1	1,700
Communications .....	8	33,248	-	-	-	-	6	27,880	1	4,741	1	627
Electric gas and water utilities .....	15	19,932	-	-	1	420	3	1,506	9	17,461	2	545
Wholesale trade .....	5	1,556	-	-	1	244	2	700	1	300	-	-
Retail trade .....	17	33,357	-	-	1	4,825	13	14,912	3	13,620	-	-
Finance, insurance and real estate .....	1	501	-	-	-	-	-	-	1	501	-	-
Education and related services .....	55	26,327	-	-	2	788	3	789	38	20,918	3	1,480
Health and welfare services .....	97	37,599	-	-	-	-	69	26,571	26	10,491	2	537
Recreational services .....	3	704	2	459	1	245	-	-	-	-	-	-
Business services .....	7	2,659	-	-	1	290	4	1,277	2	1,092	-	-
Personal services .....	16	7,048	1	300	4	2,381	10	4,057	1	310	-	-
Miscellaneous services .....	2	530	1	209	-	-	1	321	-	-	-	-
Federal administration .....	49	92,482	-	-	-	-	1	591	48	91,891	-	-
Provincial administration .....	6	68,481	-	-	-	-	-	6	68,481	-	-	-
Local administration .....	51	33,535	-	-	-	-	-	-	31	26,760	14	4,881

Annual Number of Paid Holidays in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Number of Holidays					
	12 and 2 halves 13 and 13½		13 and 2 halves 14 or more full days		Varies with Employees Covered	
Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts
All Industries .....	29	24,543	26	56,335	6	1,692
Manufacturing .....	23	22,944	24	55,223	2	685
Foods and beverages .....	-	-	1	750	-	1
Tobacco products .....	-	-	3	1,423	-	-
Rubber and plastic products .....	1	410	-	-	-	-
Leather industries .....	-	-	-	-	-	660
Textile mill products .....	2	1,220	-	-	-	-
Knitting mills .....	-	-	-	-	-	-
Clothing industries .....	-	-	-	-	-	-
Wood products .....	-	-	-	-	-	-
Furniture and fixtures .....	-	-	-	-	-	-
Paper and allied products .....	2	950	-	-	1	445
Printing and publishing .....	-	-	-	-	-	-
Primary metal industries .....	1	275	2	953	-	-
Metal fabricating .....	6	2,892	-	-	-	-
Machinery, except electrical .....	2	986	2	5,400	-	-
Transportation equipment .....	7	15,501	16	46,697	-	-
Electrical products .....	1	276	-	-	-	-
Non-metallic mineral products .....	-	-	-	-	1	240
Petroleum and coal products .....	-	-	-	-	-	-
Chemical and chemical products .....	1	434	-	-	-	-
Miscellaneous manufacturing .....	-	-	-	-	-	-
Non-Manufacturing .....	6	1,599	2	1,112	4	1,007
Forestry .....	-	-	-	-	-	-
Mining and quarrying .....	-	-	-	-	-	-
Transportation .....	-	-	1	800	-	-
Storage .....	-	-	-	-	-	-
Communications .....	-	-	-	-	-	-
Electric gas and water utilities .....	-	-	-	-	-	-
Wholesale trade .....	-	-	1	312	-	-
Retail trade .....	-	-	-	-	-	-
Finance, insurance and real estate .....	-	-	-	-	-	-
Education and related services .....	4	1,121	-	-	4	1,007
Health and welfare services .....	-	-	-	-	-	-
Recreational services .....	-	-	-	-	-	-
Business services .....	-	-	-	-	-	-
Personal services .....	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-
Federal administration .....	-	-	-	-	-	-
Provincial administration .....	-	-	-	-	-	-
Local administration .....	2	478	-	-	-	-
						4,011

1. Excludes construction

TABLE 7

Pay for Work on Paid Holidays in Ontario Collective Agreements<sup>1</sup>  
 Covering 200 or More Employees, by Industry, January 1976

Industry	Total with Provisions for Pay for Work on Paid Holidays		Holiday Pay, Plus						Paid Day Off, Plus			
	Agmts	Empls	Straight-Time		Time and One-half		Double Time		Paid Time Off or Pay		Straight-Time	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries .....	868	736,516	14	4,447	292	189,478	278	234,788	21	13,303	10	7,911
Manufacturing .....	472	300,027	7	1,974	176	85,742	209	161,807	4	1,725	1	220
Foods and beverages .....	44	20,519	-	-	21	7,587	13	7,835	2	765	-	-
Tobacco products .....	3	1,423	-	-	-	-	3	1,423	-	-	-	-
Rubber and plastic products .....	18	9,761	-	-	4	1,490	2	9,761	-	-	-	-
Leather industries .....	9	2,971	3	769	13	4,220	9	3,226	-	-	-	-
Textile mill products .....	27	11,376	-	-	1	4,66	1	275	-	-	-	-
Knitting mills .....	3	961	-	-	8	6,184	-	-	-	-	1	220
Clothing industries .....	8	6,184	-	-	7	1,977	5	1,282	-	-	-	-
Wood products .....	13	3,535	-	-	6	2,186	6	2,164	-	-	-	-
Furniture and fixtures .....	12	4,350	-	-	9	2,890	7	2,562	-	-	-	-
Paper and allied products .....	41	17,576	-	-	-	-	5	3,639	1	-	1	450
Printing and publishing .....	11	6,368	-	-	18	15,312	8	3,329	-	-	-	-
Primary metal industries .....	29	31,709	-	-	21	7,277	25	8,206	-	-	-	-
Metal fabricating .....	57	20,192	1	335	10	3,174	16	12,881	-	-	-	-
Machinery, except electrical .....	26	16,055	-	-	15	5,773	39	75,881	-	-	-	-
Transportation equipment .....	59	83,418	1	232	23	19,421	30	18,193	-	-	-	-
Electrical products .....	56	38,674	-	-	7	2,266	10	5,113	-	-	-	-
Non-metallic mineral products .....	20	9,199	-	-	-	-	-	-	-	-	-	-
Petroleum and coal products .....	3	1,347	-	-	6	2,544	4	2,676	-	-	-	-
Chemical and chemical products .....	15	6,777	1	350	7	2,975	8	2,649	1	650	-	-
Miscellaneous manufacturing .....	18	7,632	1	288	-	-	-	-	-	-	1	1,070
Non-Manufacturing <sup>1</sup> .....	396	436,489	7	2,473	116	103,736	69	72,981	17	11,578	9	7,691
Forestry .....	12	6,177	-	-	18	24,967	-	-	-	-	-	1
Mining and quarrying .....	19	25,198	-	-	24	41,856	2	1,509	-	-	-	637
Transportation .....	33	48,797	2	910	1	225	1	1,700	-	-	-	-
Storage .....	2	1,925	-	-	-	-	-	-	2	3,080	-	-
Communications .....	8	33,248	-	-	1	-	13	18,965	-	-	-	-
Electric gas and water utilities .....	15	19,932	-	-	1	244	4	1,312	-	-	-	-
Wholesale trade .....	5	1,556	-	-	3	3,669	14	29,688	-	-	-	-
Retail trade .....	17	33,357	-	-	1	501	-	-	-	-	420	-
Finance, insurance and real estate .....	1	501	-	-	17	7,985	26	9,567	1	461	-	-
Education and related services .....	54	22,527	-	-	21	8,345	-	-	3	819	-	-
Health and welfare services .....	97	37,599	-	-	2	4,59	-	-	-	-	13	3,630
Recreational services .....	3	704	-	-	1	290	2	1,092	-	-	-	-
Business services .....	6	2,447	-	-	616	5	2,869	1	359	1	949	-
Personal services .....	16	7,048	2	-	1	321	-	-	-	-	-	-
Miscellaneous services .....	2	530	-	-	6	3,962	2	7,091	7	5,072	-	-
Federal administration .....	50	93,155	-	-	15	8,043	4	1,698	3	1,197	1	3,739
Provincial administration .....	6	68,481	-	-	-	-	-	-	8	8	3,952	5
Local administration .....	50	33,307	3	947	-	-	-	-	-	-	-	4,538

1. Excludes construction

TABLE 7 (Cont'd)  
Pay for Work on Paid Holidays in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, January 1976

Industry	Holiday Pay or Paid Day Off, Plus						Varies with Hours Worked, or Holiday						Varies with Employees Covered			Other		Other		
	Straight Time			Time and One-half		Double Time	Agmts			Empls			Agmts			Empls			Agmts	
	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls	Agmts	Empls
All Industries .....	9	3,789	45	104,499	13	5,843	110	117,327	6	6,054	48	48	38,332							
Manufacturing .....	1	763	3	1,245	6	2,621	48	36,115	3	2,040	12	12	4,255							
Foods and beverages .....	-	-	-	-	-	-	-	-	6	3,197	-	-	-	-	-	-	2	1,135	-	-
Tobacco products .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products .....	-	-	-	-	-	-	-	-	5	3,930	-	-	-	-	-	-	-	-	-	-
Leather industries .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Knitting mills .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clothing industries .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wood products .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paper and allied products .....	2	931	1	250	15	7,143	2	1,784	4	1,784	-	-	-	-	-	-	-	1,566	-	-
Printing and publishing .....	1	763	3	1,406	1	1,406	1	2,250	2	12,838	-	-	-	-	-	-	-	-	230	-
Primary metal industries .....	-	-	-	-	-	-	-	-	9	4,154	-	-	-	-	-	-	-	1	220	-
Metal fabricating .....	-	-	-	-	-	-	-	-	4	1,532	-	-	-	-	-	-	-	-	-	-
Machinery, except electrical .....	-	-	-	-	-	-	-	-	1	490	1	1	256	-	-	-	-	-	278	-
Transportation equipment .....	-	-	-	-	-	-	-	-	1	765	1	777	-	-	-	-	-	1	550	-
Electrical products .....	1	314	1	200	1	200	3	1,007	-	1	797	-	-	-	-	-	-	-	-	-
Non-metallic mineral products .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Petroleum and coal products .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing .....	8	3,026	42	103,254	7	3,222	62	81,212	3	4,014	36	36	34,077							
Non-Manufacturing .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Forestry .....	-	-	-	-	-	-	-	-	11	5,540	-	-	-	-	-	-	-	-	-	-
Mining and quarrying .....	-	-	-	-	-	-	-	-	1	231	-	-	-	-	-	-	-	-	-	-
Transportation .....	-	-	-	-	-	-	-	-	5	4,522	-	-	-	-	-	-	-	-	-	-
Storage .....	-	-	-	-	-	-	-	-	3	5,668	-	-	-	-	-	-	-	-	547	-
Communications .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electric gas and water utilities .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health and welfare services .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Business services .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Personal services .....	6	1,955	1	200	5	2,432	-	17	5,219	-	-	-	-	-	-	-	-	250	3	18
Miscellaneous services .....	-	-	-	-	-	-	-	-	1	245	-	-	-	-	-	-	-	-	1,632	-
Federal administration .....	1	673	5	3,101	-	325	-	2	740	-	-	-	-	-	-	-	-	1	9,751	-
Provincial administration .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	209
Local administration .....	1	398	1	64,742	2	251	2	790	1	460	2	2	2	3,764	5	5	5	8	14,669	-

Previous Reports in the Bargaining Information Series

<u>Report Number</u>	<u>Title</u>
1	Ontario Collective Bargaining Agreement Expirations 1975, January 1975
2	Paid Vacations and Paid Holidays in Ontario Collective Bargaining Agreements, January 1975
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4	Life Insurance and Accidental Death and Dismemberment Insurance Plans in Ontario Collective Bargaining Agreements, February 1975
5	Sick Leave Plans and Weekly Sickness and Accident Indemnity Insurance Plans in Ontario Collective Bargaining Agreements, March 1975
6	Major Medical, Prescription Drugs and Dental Plans in Ontario Collective Bargaining Agreements, April 1975
7	Selected Cost-of-Living Provisions in Ontario Collective Bargaining Agreements, May 1975
8	Paid Vacations and Paid Holidays in Ontario Collective Bargaining Agreements, July 1975
9	Overtime Compensation in Ontario Collective Bargaining Agreements, August 1975
10	Ontario Collective Bargaining Agreement Expirations 1976, January 1976
11	Reporting, Call-back and Stand-by Pay; Shift, Saturday and Sunday Premiums; and Work Clothing, Safety Equipment and Tool Allowances in Ontario Collective Bargaining Agreements, March 1976

Special Issues

Hourly Wage Rates for Selected Occupations under Hospital Agreements in Ontario, October 1975

Hourly Wage Rates for Selected Occupations under Ontario Agreements Covering Nursing Homes and Homes for the Aged, November 1975



